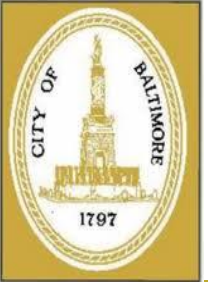


FROM	NAME & TITLE	Matthew W. Garbark, Acting Director	CITY of BALTIMORE <i>MEMO</i>	
	AGENCY NAME & ADDRESS	Department of Public Works 600 Abel Wolman Municipal Building		
	SUBJECT	City Council Resolution 20-0250R		

November 4, 2020

TO: Housing and Urban Affairs Committee

INTRODUCTION

I am herein reporting on City Council Resolution 20-0250R introduced by Council Members Schleifer, Henry, McCray, Bullock, Burnett, Cohen, Pinkett, Middleton, Sneed, Clarke, and Reisinger.

PURPOSE

The purpose of the Resolution is to call on the Mayor to provide temporary Department of Public Works employees who work on the back of garbage trucks with an immediate \$4 per hour raise, at a minimum, and to call on the Mayor and union officials to renegotiate the contracts of those permanent Department of Public Works employees to include a \$4 per hour raise, at a minimum.

BRIEF HISTORY

The Department of Public Works, through the Routine Services Division of the Bureau of Solid Waste, provides weekly curbside collection of trash and recyclables, for residential properties that conform to the provisions of the Property Maintenance Code. Collections crews consist of a Commercial Driver’s License (CDL) driver and two laborers per load packer. The Bureau uses both Seasonal Maintenance Aides (SMAs) for temporary laborers, and permanent laborers to fulfill these duties. The SMAs provide the Bureau with a ready workforce to fill permanent positions made available through attrition or retirement. In 2009, as part of the implementation of the One-Plus-One Program, Routine Services went from a five day work week schedule to a four day work week with 10 hour days. Monday collections were eliminated to avoid conflicts with Monday holidays, and Saturday became the make up day for the remaining City holidays that occur Tuesday through Friday.

The Bureau continues to be challenged with having and retaining sufficient CDL drivers and laborers to cover daily routes. Trash and recycling collection is very physically demanding work and employees must work in all weather conditions. However, the Bureau has an aging workforce throughout its operations. The average age of full-time Solid Waste Workers in Routine Collections is 45-46 years old.

OPERATIONAL/FISCAL IMPACT

Routine Services crews are assigned to areas of the City, and given certain routes on each of the four workdays of the week to complete collection of trash or recyclables. These deployments depend on having a sufficient number of drivers and laborers each day to cover the required routes. Occasional shortfalls in laborers or drivers can sometimes be compensated for and assisted by crews from other routes or areas to help complete the daily work assignment.

NORTHWEST				
	TUE	WED	THU	FRI
Total # of Routes Serviced	16	16	18	17
# of Loadpackers Required	16	16	18	17
# of Solid Waste Drivers Required	16	16	18	17
# of Solid Waste Workers Required	32	32	36	34
Total # of Employees Required	48	48	54	51

SOUTHWEST				
	TUE	WED	THU	FRI
Total # of Routes Serviced	17	16	16	16
# of Loadpackers Required	17	16	16	16
# of Solid Waste Drivers Required	17	16	16	16
# of Solid Waste Workers Required	34	32	32	32
Total # of Employees Required	51	48	48	48

NORTHEAST				
	TUE	WED	THU	FRI
Total # of Routes Serviced	16	15	15	16
# of Loadpackers Required	16	15	15	16
# of Solid Waste Drivers Required	16	15	15	16
# of Solid Waste Workers Required	32	30	30	32
Total # of Employees Required	48	45	45	48

SOUTHEAST				
	TUE	WED	THU	FRI
Total # of Routes Serviced	16	15	18	15
# of Loadpackers Required	16	15	18	15
# of Solid Waste Drivers Required	16	15	18	15
# of Solid Waste Workers Required	32	30	36	30
Total # of Employees Required	48	45	54	45

Honorable President and Members
of the Baltimore City Council
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Under the constrictions and challenges of COVID-19, operational changes were necessary to ensure adequate staffing for and consistent completion of curbside trash collection routes daily. The implementation of the Continuity of Service Plan on August 31st was driven by the need to protect our employees from unsustainable working hours and conditions, which was putting their health at risk. Therefore, the Department temporarily altered recycling collection from a curbside collection model to a community drop off model.

The Bureau has continued to struggle finding and hiring laborers, some of whom cannot pass the required tests, candidates who do not show for pre-employment testing appointments, and others who are hired but cannot withstand the rigors of the job. With this in mind, the Bureau has been reaching out to and discussing with private companies and non-profit organizations the use of temporary contracting services to restore curbside collection of recyclables in the interim.

The Department of Public Works has also been working to create more permanent positions to convert SMAs to full-time positions and to increase pay for drivers, which will assist with workforce retention. At the November 4th Board of Estimates hearing, the following was approved: creation of 30 Solid Waste Worker positions; creation of seven Solid Waste Driver positions; and an increase in pay for Solid Waste Drivers (**from** a pay range of \$38,805 - \$42,455, **to** a pay range of \$42,607 - \$48,828). Solid Waste Workers and Drivers work in curbside collections, so the ability to promote SMAs into these positions will assist with a more sustainable workforce. Public Works will also provide a one-time \$500 bonus to all Solid Waste Workers and Solid Waste Drivers in the Routine Services Division.

AGENCY/DEPARTMENT POSITION

The Department will have representatives present who will join with the other referred agencies for the hearing on City Council Resolution 20-0250R, currently scheduled for November 10, 2020 at 2:45 p.m., to provide information and answer any questions the Committee may have regarding temporary and permanent laborers working in the Routine Services Division of Solid Waste.



Matthew W. Garbark
Acting Director

MWG:MMC